



Have You Heard...?

Spring 2020

Georgia Correctional Industries

Thank You!



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Our Mission



Committed to developing offenders' job skills needed for successful reentry into society, while providing quality products and services for our customers through Manufacturing, Food Service and Agribusiness operations.

Our Vision



Positively impacting the lives of all Georgians.

Our Core Values

ENVISION



Visualize Goals
Identify Opportunities
Plan for Success

ENGAGE



Empower Ownership
Ignite Motivation
Embrace the Mission

EXCEL



Lead by Example
Maximize Potential
Surpass Expectations

Business Never Stops

for GCI Operations



- Decatur Office functions continued with minimal staff, with limited or no detail and many operations moved off site or remotely. Our key objective was to support our operations and ensure they have the support and supplies they need.



- Raw materials are essential to all of our operations. Ensuring that we are receiving needed items on time and in the specified quantities is essential to keeping our business moving forward. Our warehouses, plants, food service and production units, farms and transportation teams ensure this happens daily.



- The key to any business's survival is the ability to quickly adapt to change and make changes quickly. In today's environment, we will need to change product lines, develop new products quickly and meet the demands of our customers and market. We will be looking for innovative ways to improve and streamline our business. This will require all of us and our ability to think outside the box.



GCI Staff RISE to the challenge!

“On behalf of the entire GCI Executive Management team, we appreciate all of the hard work and **SUCCESSFUL collaborative efforts of our employees during such unprecedented times.”**

- Chris Tiller, Executive Director

Words cannot express our gratitude to all of our staff at Georgia Correctional Industries. It is times like these that show true strength of character and your dedication to GCI, to our vision. Without ALL of you, we would not be able to continue to provide needed resources for the Georgia Department of Corrections.

Thank you for your willingness to step up; to put forth such a tremendous effort to help foster the well-being of others. Your selfless sacrifice is appreciated far beyond what any words can convey. Your actions are positively impacting the lives of all Georgians.

- Amy Pataluna, Deputy Executive Director

Teamwork MAKES THE DREAM WORK



- Transportation Team (top left), Transportation team member, Scott Evans (top right) Planning and Logistics Coordinator, Dana Prince (bottom left) Transportation team member, Gary Fowler (bottom right)

GCI's Transportation team led by Transportation Supervisor, Clint Walker, were essential to making weekly deliveries to Georgia Department of Corrections (GDC) facilities across the state, ensuring food and supplies were delivered. The transportation team coordinated with GDC to pick up emergency supplies they needed.



Manufacturing Plants produced over 120,000 face masks!

The offenders at Pulaski Garment Plant, Central Garment Plant, Hancock Garment Plant, and Telfair Mattress Plant volunteered to produce utility masks for Georgia Department of Corrections (GDC) offenders and staff. Private and county facilities also received masks. Offenders and staff worked extra hours to produce over 120,000 face masks using cotton, poplin and twill, in a variety of colors including plum, seafoam, navy, khaki and white. All face masks were distributed from the Colony Farm Distribution Center.



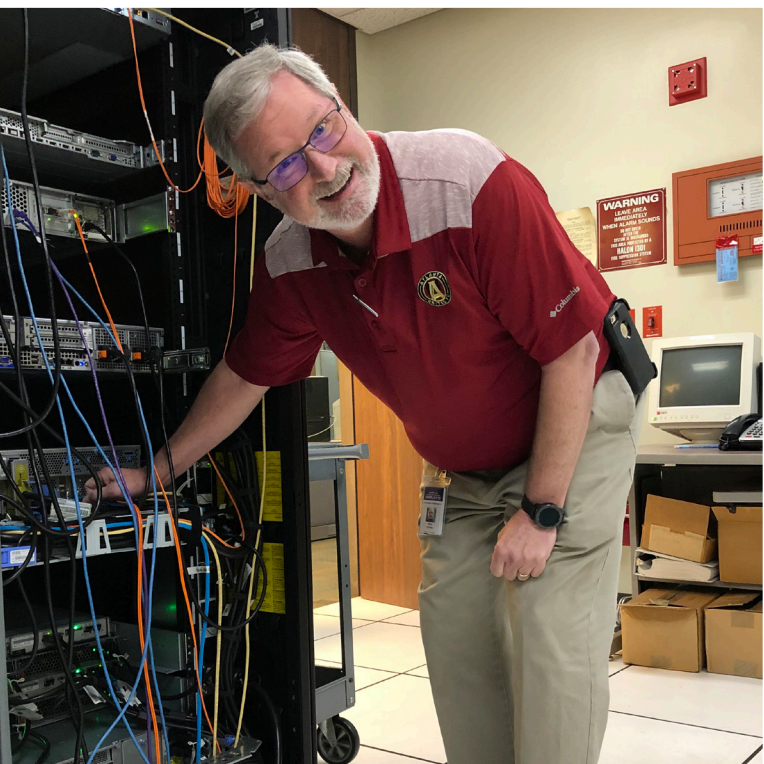
Sales Director, Dan Fagan (below) volunteered to provide office coverage and was one of the limited staff providing support from the Decatur office.

Office Manager, Akena Davis (center), continued business as usual, working remotely to provide support company wide.



GCI's Agribusiness division continued providing essential duties on the farms including machinery maintenance, feeding livestock and making repairs to heavy equipment. (Brock Hitchcock - top and Chris Earls - bottom)

I.T. Manager, Riley Holliday (below), is all smiles while inspecting the server at the Decatur office. GCI's entire I.T. team worked diligently to ensure support was available to assist with any issues.





Dietitian, Trevor Robinson, developing menus and creating reports to continue to support GCI's Food Service operations. (top left)



Warehouse Supervisor, Cabastian Jenkins, inspects equipment at the Decatur office. (top right)



Engraving Plant Manager, Lakethia Tolen, continued business as usual to ensure essential upcoming orders were fulfilled. (bottom)

Corrections Officer and farm employee, Jarrett Stewart, continues business as usual, loading feed for livestock at Joe Kennedy Farm. (right)

Customer Service Representative, Imani Oden, works from her home office assisting customers and processing orders. (center)





Valdosta Chemical Plant

**produced over 2,400 gallons of
disinfectants per week!**

The Chemical Plant staff, led by Plant Manager, Rufus Crews switched into overdrive to increase the production of General Purpose Bleach, Liquid Laundry Bleach, Liquid Laundry Builder, Liquid Laundry Detergent and Pine Scent Disinfectant. There was an emphasis put on disinfectants as the staff worked 12-hour shifts, Monday through Friday to produce over 2,400 gallons weekly! Prior to COVID-19, the Chemical Plant produced only 2,400 gallons of disinfectant during the entire month of March.





The Food Distribution Unit (FDU) led by Manager, Ricky Brooks (left), went over and beyond to ensure operations ran smoothly. Lynette Fulford (above) and other staff performed essential duties to ensure food products were coordinated and shipped to facilities throughout the state.

Franklin Hatcher, Hancock Garment Plant Manager, rose to the challenge of not only managing his plant's operations, but also traveled to Central Garment Plant to oversee operations there as well. The Garment plant staff certainly went over and beyond the call of duty. (Hancock Garment and Embroidery Plant staff, pictured below)



“Rufus Crews and his entire team have worked non-stop since the Coronavirus pandemic. Rufus has led the Valdosta Chemical Plant team in providing sanitizers, disinfectants, soap, and bleach to GDC facilities and other state agencies. Five days per week with nearly everyday a 12-hour shift, Rufus and his staff have posted record-setting production output. Trucks from all over the state have driven to Valdosta on emergency supply runs. The Chemical Plant has filled nearly every order in just a few hours or days. The efficiency and cheerfulness expressed by the staff has been remarkable. Our chemical plant is making a big difference in the health and safety of thousands of people. Thank you, Rufus.”

- Dan Fagan, Sales Director (Decatur)



The Field Service team made essential deliveries, installations and service calls. They also volunteered to help out at any of the plants to provide assistance with daily operations. This is an example of teamwork at its best. (below)



“During these times of this virus (COVID-19), it takes everyday heroes to keep companies moving forward and producing quality products for its valued customers. In saying that, it takes behind the scenes personnel to help us with our everyday I.T. issues that may arise like teleworking, email access, one drive set up and the list goes on. Isaiah [pictured above] has always been my go-to person when in need of any I.T. issue resolution” says Planning and Logistics Coordinator, Dana Prince.

FRONTLINE STAFF

Food Service and GCI's Dedication During COVID-19

Georgia Department of Corrections' (GDC) daily mission is to coordinate the provision of a nutritionally sound and balanced diet to offenders at the lowest possible cost to Georgia's taxpayers. In addition to this, GDC provides offenders with valuable On-the-Job (OJT) training in food production and processing in the very kitchens that provide those nutritionally balanced meals. Utilizing offenders in Food Service operations provides those incarcerated individuals both hard and soft skills necessary to help promote successful reentry into society, as well as helping to offset the cost to Georgia's taxpayers for feeding those in our Correctional system. This mission remains the same 365 days a year, regardless of what is taking place in our state or nation. GDC's Food Service professionals ensure that 156,000 meals are served daily, Monday through Thursday; and 104,000 meals served daily, Friday through Sunday. This process would not be a success without the dedication of our Food Service professionals who take pride in what they do each and every day.

Our Food Service professionals are working the frontline of the COVID-19 pandemic, continuing to prepare meals for the offender population without fail. Daily operations have been modified at correctional facilities throughout the state during this pandemic. Safety measures and additional requirements are in place to help protect the health and well-being of staff and offenders. Correctional facilities that are directly affected by COVID-19 are being fed with Styrofoam products to help reduce the spreading of the virus during a quarantine.

Georgia Correctional Industries (GCI) staff, including the Food Distribution Unit, which processes food orders for delivery to facilities; the Transportation Unit whose drivers continue to make those deliveries; and the Meat Processing Plant that processes 80% of the meat products consumed by the offenders, are all essential employees. They continue to work to provide quality service and products. Central Office staff continue to communicate with facilities to make sure they have the products needed to make them a success. GCI and GDC have continued a successful partnership and work every day to make this time of uncertainty just a little bit easier whenever possible.



Synergy SNAPSHOT:

SMITH SIGN PLANT & SUPPORT

Written by Zandria Allen, Signs & CAD Specialist

“You never know what the day will hold. That’s the first thing I thought after my first week working with GCI. The Sign Plant produces so many signs and decals per month for the State of Georgia and I had no clue. In my position, I am able to touch just a portion of that. Outside of your standard street signs, I have provided the plant with custom verbiage from our customers and seen it turn into beautiful signs and dedicative pieces. I don’t just send requests to the plant for the customers. I have also worked with the team at the plant to have custom catalogs made for our customer base where they know their item numbers for items that are specific to their agency so the ordering process moves efficiently and effectively. Sign Plant and I are always in communication to make sure everything is correct the first time to guarantee the satisfaction of our customers. I have gone to visit some of our customers to get samples and photos of what they need and want so our plant has a better understanding instead of just an email. The Sign Plant works very hard daily, and when they need me to reach out to a customer, I always step in and get it done without hesitation because that’s what you do for your team.”



Meet the Smith Sign Plant Staff & Support:

(L - R) Blair Driggers, Dawn Tyson, Cliff Conley (Plant Manager), Dale Alexander, Nathan Todd. (Far right) Zandria Allen

Everyday HERO

"With an operation as big as ours, sometimes random acts of kindness may go unnoticed. We want to highlight and recognize employees for random acts of kindness, great qualities and employee excellence."



Jerry Dunson

"Despite being off the road, Outside Sales Representative, Jerry Dunson, has made the most of working from home. Jerry has sent out over 700 emails soliciting new business and spreading the word of how GCI can help. His new brochure for helping prevent the spread of the COVID-19 has helped generate significantly more sales from the chemical plant. Jerry's efforts are generating new sales and building awareness in his "book of business" of new GCI capabilities. Jerry has been assisting with the design of several new marketing items and his input will help deliver a great product. Jerry's extraordinary efforts in working from home are an example of how we can overcome these challenges." - Dan Fagan, Sales Director (Decatur Office)



Joe Langston

"Joe Langston is an Everyday Hero here at Walker. He has continuously taken on more responsibilities since joining our team in November 2018. He has developed a computer program that takes a lot of work out of writing cut sheets. These are sent to the machine operators on the floor to tell them exactly where to cut the metal, the dimensions and the quantity of parts for items in production. Once an item has been entered, it can be recalled the next time it is produced and with a few keystrokes, update the quantity being made. New cut sheets can also be produced. He has been very instrumental in getting our plasma table up and running, and he is working closely with the operators operating it to get the best efficiency and highest quality of parts from it. Joe has a great disposition and works to assist his coworkers whenever possible." - Steve Kaylor, Plant Manager (Walker Metal Plant)



Joe Kennedy Farm Staff

"A Top Shelf Crew"

Written by: Russ Connell, Farm Manager

"I would like to recognize the Joe Kennedy Farm staff. During the months of January and February, they worked, weighed, and sorted through approximately 800 head of cattle and prepared them for sale. They also sorted and set up 250 head of replacement heifers. A hundred of these heifers were artificially bred requiring several trips through the chute. Joe Kennedy Farm experienced record rainfall in January and February, in addition to cold weather, which created horrible working conditions. One particular day in February, they sorted cattle in a driving rain for several hours preparing them for sale. There were few days during this time these guys did not go home in wet clothes with muddy socks. The Kennedy crew is top shelf. They take great pride in their work and are an absolute asset to GCI's Agribusiness division."

WELCOME

“Excellence Drives our Success”

Armin Bajraktarevic

Outside Sales Rep
Decatur



“It gives me great pleasure to announce the newest addition to the Outside Sales Team, Armin Bajraktarevi. He will work the Northeast Georgia Territory.

Starting his work career in a warehouse setting, Armin quickly moved into inside sales. Later in his career, Armin joined Cox Automotive’s Manheim Auctions. Manheim is the world’s largest auction service for the automotive industry. While selling auction solutions for Manheim, Armin was selected to the President’s Club in 2017. As a top sales performer (for a \$3.1 billion company) Armin continued his career advancement by leading a sales team.

Armin (and his family) immigrated to the US when he was a child and grew up in North Georgia. He is married and has two young children. We look forward to working with Armin and wish him great success.”

- Dan Fagan, Sales Director (Decatur)

William Rutledge

Drafter 2
Decatur



“I am pleased to welcome William Rutledge as one of GCI’s newest employees. William fills the role of Drafter 2 and comes to the GCI team with an extensive work history and strong foundation in AutoCAD.

William provides drafting and AutoCAD support across all divisions of GCI and is already proving to be a true asset. Please join me in welcoming William to our team and wishing him much success.”

- Amy Pataluna, Deputy Executive Director (Decatur)

Transfers & Promotions

William Rineair (P)

Farm Manager 2 -Rogers Farm

Jerry Wiggins (P)

General Trades Tech Supervisor - Joe Kennedy Farm

FAREWELL TO OUR *Retirees*

Brad Dole

Brad began his career with the State of Georgia in 1993. However, he began his career at GCI in 2013 as an Engineer working on new product designs and development at various locations, and retired as an Operations Manager with 27 years of service.

“My first day with GCI, the plant was finishing up the buildout at the Tag Plant, which Brad Dole was overseeing. I can honestly say that during that time I got to know him very well. After completing the buildout, we all were working feverishly at the tag plant pretty much all day and sometime into the night and he was right there with myself, Larry DeFloria, Gerald Barron, David Horne, and others. What I’m trying to illustrate is that he was someone that has gone above and beyond for GCI” says Tag Plant Manager, Dana Grinstead.

In retirement, Brad will pursue a third career as a Project Manager. We are thankful for Brad’s years of service and we wish him the best of luck!



Jackson Spires

Jackson began his career at GCI in 2001 at the Tag Plant as a Plant Supervisor I. After two years, Jackson was moved to the Upholstery Plant and promoted to Supervisor II and retired as a Supervisor III with almost 19 years of service.

In retirement, Jackson says “I plan to catch up on my ‘honey-do’ list around the house. And I am going to enjoy my children and especially my grandchildren. My is wife is going to retire in August of next year and we are going to travel and camp a whole lot. We are also going to try to work on our ‘bucket list’. We have dreamed all our lives of the places we want to go and see”.

We are thankful for Jackson’s years of service and we wish him the best of luck!





Wellness Tips

1. Make Healthy Food Choices: Making healthy food choices starts with eating a variety of nutrient dense foods. Eat more fruits, vegetables, whole grains, legumes and fatty fish. Aim to fill half your plate with fruits and vegetables. Legumes including beans and lentils are great sources of fiber and they are packed with protein. Choose whole-grain foods most often and minimize refined grain foods.

2. Be Active: Regular, moderate physical activity lowers blood pressure and helps your body control stress and maintain weight. Start by doing what you can, at least 10 minutes at a time. Always check with your physician before beginning a workout regimen.

3. Manage Stress: Reading, Traveling, Exercise, Sports, Cooking — whatever works for you, figure out a way to reduce life's stresses!

4. Cut Back On Salt: Too much salt can raise blood pressure, which is a leading risk factor for heart disease and stroke. Even if we do not add extra salt in our food, we should be aware that it is commonly put in processed foods or drinks, and often in high amounts.

5. Limit Sugar Intake: Too much sugar is not only bad for our teeth, but increases the risk of unhealthy weight gain and obesity, which can lead to serious, chronic health problems.

As with salt, it is important to take note of the amount of “hidden” sugars that can be in processed food and drinks. For example, a single can of coke can contain up to 10 teaspoons of added sugar!

6. Reduce The Use of Certain Fats & Oils: We all need some fat in our diet, but eating too much, especially the wrong kinds, increases risks of obesity, heart disease and stroke. Industrially produced trans-fats are the most hazardous for health. A diet high in trans-fat has been found to raise the risk of heart disease by nearly 30%.

7. Drink Plenty of Fluids: You need to drink plenty of fluids to prevent becoming dehydrated. It is recommended that you consume six to eight glasses of water every day. This is in addition to the fluid you get from the food you eat. All non-alcoholic drinks count, but water, lower fat milk and lower sugar drinks, including tea and coffee, are healthier choices. Try to avoid sugary soft drinks and juices, as they are high in calories.

8. Get Enough Sleep: The importance of getting enough quality sleep cannot be overstated. Poor sleep can drive insulin resistance, disrupt your appetite hormones, and reduce your physical and mental performance. Poor sleep is one of the strongest individual risk factors for weight gain and obesity.

9. Take Care of your Gut Health with Probiotics and Fiber: The bacteria in your gut, collectively called the gut microbiota, are incredibly important for overall health. A disruption in gut bacteria is linked to some serious chronic diseases, including obesity. Good ways to improve gut health include eating probiotic foods like yogurt and sauerkraut along with eating plenty of fiber.

10. Start now! And Keep Changing Gradually: Gradual changes in our lifestyle are easier to maintain than major changes introduced all at once. For three days, try to write down the foods and drinks you consumed throughout the day, and make a note of the amount of exercise you did. It probably will not be difficult to spot where you could improve.

